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MONTANA DNRConversation

A Newsletter of the Department of Natural Resources and Conservation • Director Bud Clinch
Volume 1 • Number 1 • August 1995

MESSAGE FROM THE DIRECTOR

Bud Clinch

"While I cannot remove the element of change from reorganization, I can try to reduce some of the uncertainty."

As we are all aware, on July 1 Senate Bill 234 reorganized the natural resource functions of the Department of State Lands, Natural Resources and Conservation, and Health and Environmental Sciences. I welcome each and every one of you to the new Department of Natural Resources and Conservation. I feel very fortunate to have been selected in these exciting times to work with each of you in helping to shape a new future for natural resource management.

While we step back and reflect on our mission and organization, I feel it is extremely important to try to keep all of you "in the know" about what is happening in reorganization and what changes are being considered that might affect you and your service to the public. This newsletter is one means of doing that.

Photo by Jim Bond

Director Bud Clinch

While I cannot remove the element of change from reorganization, I can try to reduce some of the uncertainty. As the wheels of reorganization begin to move more rapidly, I will try to keep you informed just as rapidly. I invite your ideas and suggestions; the help you can offer me in achieving this goal will be greatly appreciated.

WHAT'S THIS?

You're looking at the first issue of a newsletter created at the direction of Governor Marc Racicot, Director Bud Clinch, and the DNRC Leadership Team to serve two purposes:

- To help keep DNRC employees informed of the people, policies, and events evolving as a result of reorganization
- To help bring the two former agencies together into one unified department

DNRConversation will come out about once a month during this transitional period. We want it to be honest, timely, and worth reading. We'll keep the focus on our own department and try not to repeat material that is available elsewhere to everyone. Let us know how we're doing, and let us know what you'd like to see in a newsletter that's just for the new DNRC.

The Newsletter Team

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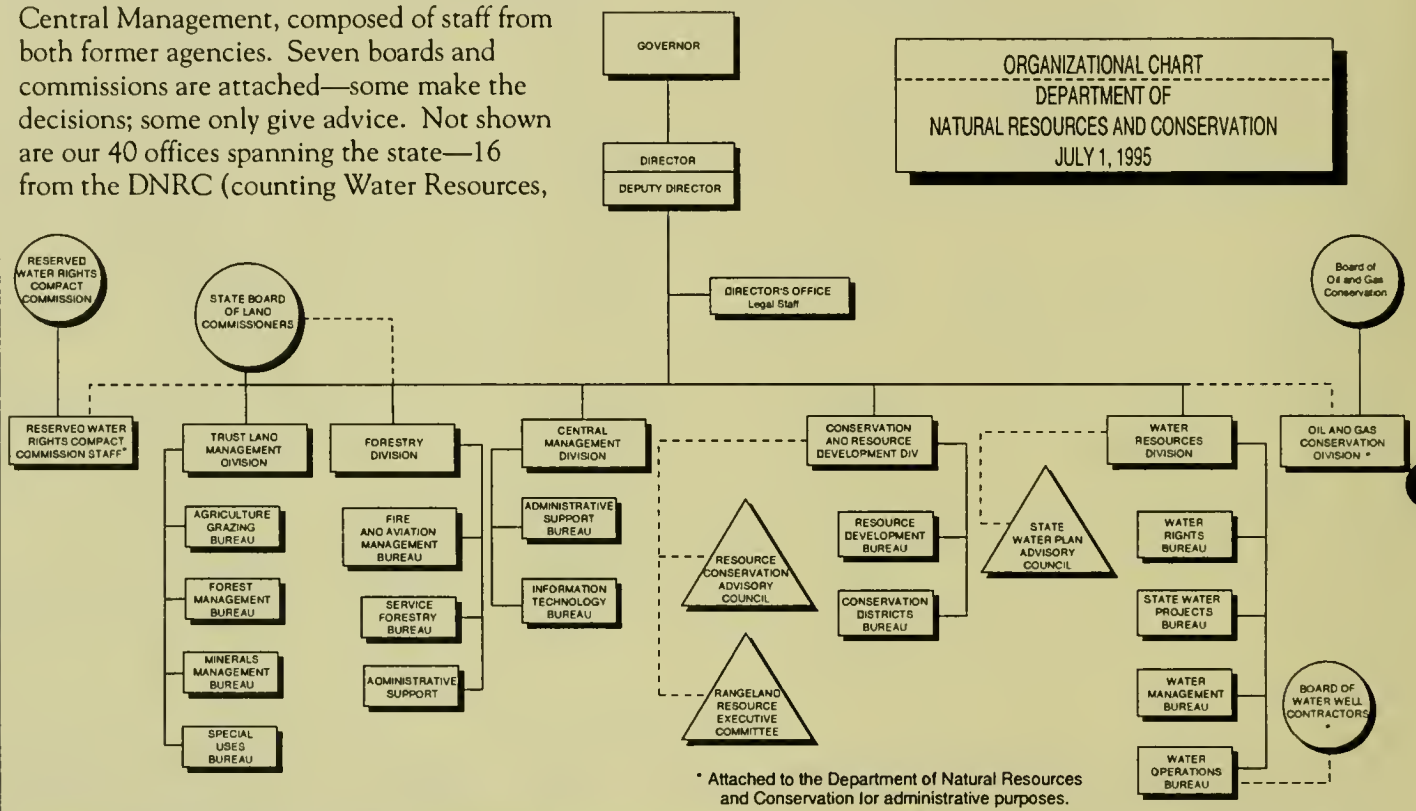
THE NEW DNRC

As enacted by the Montana Legislature this year, the old Department of Natural Resources and Conservation, the former Board of Natural Resources and Conservation, and the former Department of State Lands vanished at midnight on June 30. Out of their ashes arose the new Department of Natural Resources and Conservation, 484 employees strong as of July 1.

The new DNRC has seven divisions—four from the old DNRC, two from the former DSL, and one, Central Management, composed of staff from both former agencies. Seven boards and commissions are attached—some make the decisions; some only give advice. Not shown are our 40 offices spanning the state—16 from the DNRC (counting Water Resources, Oil and Gas, and Conservation and Resource Development Divisions) and another 24 from the DSL.

The new agency includes most of the functions of its predecessors, except those of the DSL Reclamation Division and the DNRC Energy Division (both of which went to the new Department of Environmental Quality). Thus, we represent the consolidation of many state government responsibilities for natural resource management.



PERSONNEL PROFILE

DIRECTOR BUD CLINCH

At the top of the new DNRC is Arthur "Bud" Clinch. Bud served as Commissioner of the former Department of State Lands from 1993 to 1995, until asked by Governor Racicot to head our agency with the July 1 reorganization.

Although Bud was born and received his early education in New Jersey, he soon discovered Montana. He graduated from the University of Montana School of Forestry in 1974. His career includes forest management operations with the E/L Ranch (in Greenough, Mont.), crew foreman with Champion Timberlands, safety director with the Montana Logging Association, and director of the Montana Private Forest Council. His work has won several awards from industry groups, a government agency, and a conservation organization.

Clinch, who is married and has three children, celebrated his 44th birthday last March.

LEADERSHIP TEAM

The new 12-member DNRC Leadership Team consists of the director, division administrators, and several other individuals. The purpose of the team is to discuss and coordinate on issues affecting the department. Meeting about every three weeks, the team also provides leadership for department programs and personnel.

At its first meeting on July 5, the team presented thumbnail sketches of the department's programs and discussed questions concerning reorganization. The process for developing proposed office locations in Helena dominated the discussions.

Reorganization was again the dominant theme of the second Leadership Team meeting held July 20. Topics included identification of reorganization issues, Helena office space planning, the DNRC/DEQ Reorganization Public Oversight Committee, and future field office consolidations. Establishing this newsletter and preparing a personnel directory were also discussed.

The next meeting is scheduled for August 10.

QUESTIONS ABOUT REORGANIZATION?

Do you have questions about reorganization? Have you heard any rumors you'd like confirmed or denied?

A question-and-answer column will be a regular feature of *DNRConversation*, assuming that you make your questions and comments known. For now, submit them to Carole Massman in the Metcalf Building in person (office on lower level), in writing (P.O. Box 2301, Helena, MT 59620-2301), via e-mail, or via the telephone (406 444-6737); leave a voice mail message if she's not at her desk.

Frequently asked questions will be answered here. Otherwise, you'll get a personal response from someone who knows.

LOGO CONTEST

Attention, all of you creative and enterprising individuals! The department needs your help.

The old DNRC and former DSL each had a logo used on publications, signs, vehicle decals, patches, and stickers. Logos provide a means of identity for the department and employees alike.

The leadership team will soon select a logo for the new DNRC, which could be one of the existing logos or an entirely new design. The logo should contain the department's name or acronym and may represent our mission or programs.

All employees are invited to send in ideas, and the person who originates the winning design will receive dinner for two at a nearby restaurant! Submit your hard-copy entry by September 1 to Carole Massman in the Metcalf Building. Use deadhead mail if you're in the Capitol complex, or address your entry to P.O. Box 202301, Helena, MT 59620-2301.

Local 95-45342

REORGANIZATION OVERSIGHT COMMITTEE

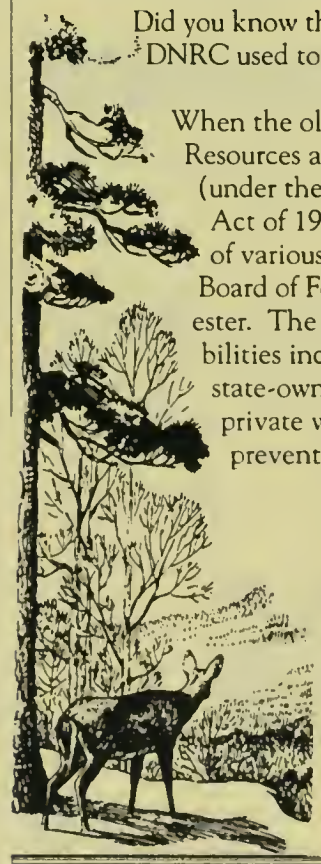
Governor Marc Racicot has appointed a 15-member council to assist the reorganization of two new agencies: the Department of Natural Resources and Conservation (DNRC), and the Department of Environmental Quality (DEQ). Members of the DNRC/DEQ Reorganization Public Oversight Committee include legislators and representatives of various industries, environmental groups, agricultural interests, and local government. The group, which will be co-chaired by DNRC Director Bud Clinch and DEQ Director Mark Simonich, will meet in late August and then approximately monthly until the end of the year.

"This committee will help keep the bureaucracy well grounded and responsive to the expectations of the public."

As indicated in a recent news release, "This committee will help keep the bureaucracy well grounded and responsive to the expectations of the public," Clinch said. "It will make sure we focus on the goals of reorganization regarding public involvement and public input."

Members include Rep. Emily Swanson, D-Bozeman; Rep. Shiell Anderson, R-Livingston; John Hebnes, school superintendent, Seeley Lake; Bruce Gilbert, Stillwater Mining Co., Red Lodge; Sam Scott, Decker Coal Co., Decker; Jack Barber, Stone Container Corp., Missoula; George Ochenski, environmental lobbyist, Helena; Peggy Wagner, multiple use advocate, Hungry Horse; Maureen Schwinden, farm/ranch lobbyist, Wolf Point; Marie Anne Hanser, Montana Association of Conservation Districts, Billings; Louise Bruce, Northern Plains Resource Council, Dillon; George Darrow, environmental activist, Bigfork; Steve Roth, rancher, Big Sandy; Cherry Loney, Cascade County health officer, Great Falls; and Larry Dolezal, Lincoln County commissioner, Troy.

TOGETHER AGAIN



Did you know that, **in the 1970s**, the former DNRC used to include a Forestry Division?

When the old Department of Natural Resources and Conversation was created (under the Executive Reorganization Act of 1971), it assumed the functions of various agencies, including the Board of Forestry and the State Forester. The Forestry Division's responsibilities included management of state-owned forest land, assistance to private woodland owners, fire prevention and suppression, and providing forest work for juvenile delinquents at the Swan River Youth Camp.

In the 1980s, Forestry Division was transferred from the old DNRC to the former DSL. Thus, management of state-owned forest land was consolidated with management of state-owned grazing land and cropland within one agency, DSL.

Now, **in the 1990s**, a Forestry Division is again part of a DNRC. Although a lot of changes have been made, some of the faces and responsibilities remain the same. It's nice to be together again!

PERSONNEL POLICIES REVIEW

Revising existing personnel policies is one of the first major reorganization tasks affecting our agency. The new DNRC has two personnel officers--Gary Willis, from the former DSL, and Glenna McClure, from the former Department of Health and Environmental Sciences.

Gary and Glenna have met with Jane Benson, who was personnel officer for the former DNRC, to review the policies adopted by the former agencies and determine where they differ. Their findings will be presented at the August 10 Leadership Team meeting.

Some policies are so similar that probably only a name change will be required; others may have to be completely rewritten. No major decisions will be made without employee review and comment, which will be coordinated by each division.

In the meantime, follow the policies in effect in your former agency. DNRC Policy # Interim 1, *CONTINUATION OF EXISTING POLICIES DURING REORGANIZATION*, maintains these policies until a uniform set of personnel policies is adopted for the operation of the reorganized department. Thus, existing DNRC policies will continue to apply for the "old" DNRC employees, and DSL personnel policies will continue for the "old" DSL employees.

OFFICE SPACE PLANNING COMMITTEE

Some Helena-based DNRC employees feel that office space is currently the most important issue of reorganization.

The executive branch is reviewing agency space assignments, requirements, and availability in the Helena area with the goal of bringing staff together physically to the extent possible. As a result of reorganization, staff of the Department of Public Health and Human Services (DPHHS) presently are located in eighteen Helena locations, the Department of Environmental Quality (DEQ) in five, the Department of Corrections (DOC) in two, and the new DNRC in two. A committee composed of Mike Billings of DPHHS, Curt Chisholm of DEQ, Bill Furois of DOC, and Bob Kuchenbrod of DNRC has been formed to look at the issue and develop options for office consolidation for the affected directors' consideration. Dave Ashley of the Governor's Office chairs the committee.

On July 13 Bud Clinch, Bob Kuchenbrod, and Randy Mosley met with DNRC employees to discuss office space needs and tour the Metcalf Building. This meeting resulted in DNRC's submitting an option to the Office Space Planning Committee to keep the Metcalf Building as headquarters for the new DNRC.

The Office Space Planning Committee has now developed four possible office space configurations for the affected agencies. These options will be discussed at two brown-bag luncheons sponsored by the ICCW and scheduled to begin at noon:

- **August 16** Director's Conference Room, Metcalf Building
- **August 17** Downstairs Conference Room, USF&G Building

Bring your questions. Then you can submit comments to the Office Space Planning Committee by August 28. The committee plans to present its recommendation to the governor and agency directors during the first week of September.

The directors are anxious to start consolidating their agencies by this fall.

DNRC LEADERSHIP TEAM

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Ray Beck
Conservation and Resource Development Division . 444-6671
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Randy Mosley
Special Assistant to Director 444-4979
Tom Richmond
Oil and Gas Conservation Division 656-0040
Wayne Wetzel
Deputy Director 444-6722

PERSONNEL DIRECTORY

DNRC employees will soon have a new phone and office location directory at their disposal. Names of DNRC employees will be both organized by office location and indexed alphabetically. The divisions are now reviewing a draft copy and making corrections and revisions. The printed directory should be distributed to all offices in August.

Persons with disabilities who need an alternative, accessible format of this document should contact DNRC at the address below. Phone 406 444-6700 / fax 406 444-6721 / TDD 406 444-6873.

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MONTANA DNRC Conversation